WaiversFirst Name Last Name Claim Number W-18-0028

Amount OGC Received Date Assigned To Assigned Date

\$8482.33 06/20/2018 Mary O'Lone 06/20/2018

EPA Decision EPA Decision Date Amount Approved Status

APPROVED 09/11/2018 \$8482.33 CLOSED

Appeal Comments

No 12/18/19 supervisor emails that EPA did not pay for her moving

expenses.

12/6/19 email to Ann after researching what an employee could read about

telework:

agreement.

The Telework FAQs give the impression that her managers had the authority to do what they did. Fulltime telework is allowed as are AWLs outside the commuting area & they don't have to be at a residence. The AFGE agreement doesn't prohibit fulltime telework. The EPA Telework policy says if you want fulltime telework your DAA or DRA has to approve the request. "If approved, to effect a change in the official duty station, the employee's supervisor or manager must initiate a SF-52 to the servicing HR SSC to document the change on a Notification of Personnel Action (SF-50)." They approved and initiated the paperwork to LV SSC. It just never progressed beyond that point. The Telework policy is silent on what to do if there is a lag between the initiating & the issuance of an SF50. Possession of an SF50 changing the duty station is not one of the listed requirements for establishing a telework agreement.

So even if we decided that it was unreasonable to rely on the direction of her management and HR people, she would have to had to go beyond the Telework FAQs, the AFGE telework agreement, and even the EPA telework policy to the OPM regs to find out there was a duty station & corresponding locality pay problem.

12/6/19 asked RTP SSC whether relocation expenses were paid. 11/20/19 nutshell argument provided to KR. KR responds he decided to wait

until after the next CRFLO bi-weekly to make my decision to give Elise time to think about this case and provide any thoughts she might have before issuing the decision. He said: In the meantime, I see no reason for you to find the AFGE telework policy or bargaining unit agreement. I agree that the EPA HR specialists and managers should also have been aware of these documents. Besides, if brought the documents to their attention, I doubt they would have done anything differently. Briefed Elise on waiver request.

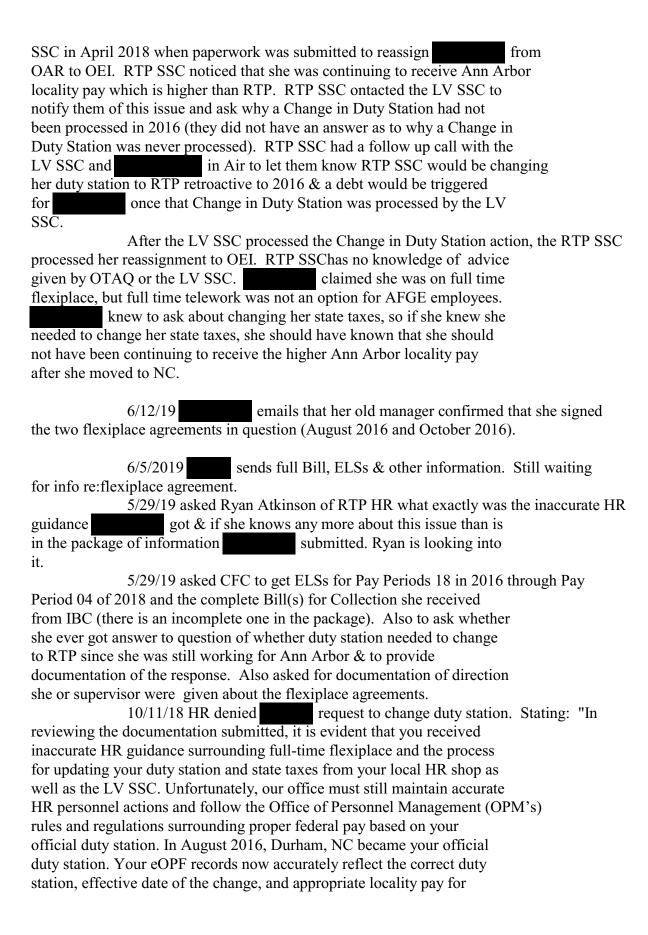
11/24/19 responded to questions from Angie about timework

10/10/19 Responded to Ken's questions.

10/2/19 Ken sent some questions.

9/23/19 draft approval to Ken.

7/8/10 Ryan Atkinson, RTP SSC, emails that issue was discovered by the RTP



Durham, NC. Our office only has the authority to make corrections based on HR regulatory errors, not an office's administrative oversight." reinstates her waiver request. 9/11/18 Responded to CFC that they need to figure out if debt is valid. 8/23/18 Per Ken emailed CFC that in light of request to rescind her retroactive duty station assignment, CRFLO will not continue its review of her current waiver request any further. Please let us know when a decision has been made on her request to rescind the retroactive duty station assignment and what the outcome was. At that time, we will resume review of her waiver request if appropriate. 8/14/18 reassigned to Mary O'Lone Type Locality Pay Attachments Documents: Correspondence: DRAFT Decision & emails about it:

From: Chalifoux, Jessica

Sent: Monday, June 18, 2018 11:02 AM

To: Redden, Kenneth < Redden.Kenneth@epa.gov>

Cc: Luebbering, Gregory < luebbering.gregory@epa.gov>

Subject: Payroll Debt Waiver Requests

Good afternoon,

Please see attached waiver requests for in-service debt for and out-of-service debt for I have included the waiver request forms along with supporting documents that were provided.

Thank you

Jessica Chalifoux US EPA, Cincinnati Finance Center Accounts Receivable Branch, Non-Superfund Regions 1, 4, 6, 8, Travel & Relocation Phone: (513) 487-2258